

# Inver Grove Heights Schools

is seeking an exceptional leader to serve as

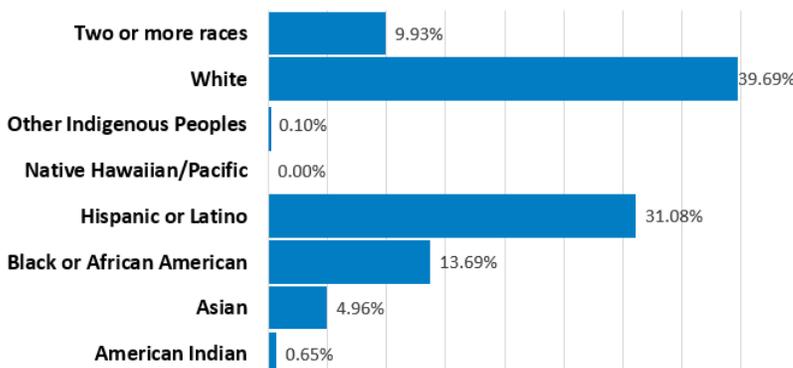
# Superintendent



Inver Grove Heights Schools serves the St. Paul suburban community of Inver Grove Heights in Minnesota. Among the district’s notable achievements and recognitions are:

- ◆ A school board dedicated to collaborating with district leadership and each other to prioritize students and their learning
- ◆ Award-winning teachers and staff
- ◆ Strong relationships with surrounding organizations and services including a partnership to offer community ed programs for all ages and CAPS immersive career courses for HS juniors and seniors
- ◆ After passing an operating levy increase in 2024, ISD 199 has diligently pursued its promise to enhance safety through multiple local partnerships
- ◆ Atheneum Gifted Magnet has been ranked No. 1 or No. 2 on the U.S. News and World Report’s Best Elementary Schools list for MN since the list debuted
- ◆ Simley HS has ranked on the U.S. News and World Report Best High Schools list seven years in a row
- ◆ 80% of Simley HS graduates have earned college credit, career experience, and/or a professional certification through concurrent enrollment
- ◆ IGH MS has earned its AVID National Demonstration School designation regularly since 2018

## STUDENT DEMOGRAPHICS



## APPLICATION DEADLINE

To be considered for this position, an applicant’s completed file must be received by MSBA prior to 11:59 p.m. on March 15, 2026

- ◆ ISD 199 has earned the ASBO Certificate of Excellence in Financial Reporting every year since 2005
- ◆ 70% of staff have advanced degrees
- ◆ The district holds an underlying Aa3 credit rating and an enhanced rating of Aa2 from Moody's Investor Services
- ◆ Small town relationships with metro amenities
- ◆ Award-winning arts and athletics programs
- ◆ 88% of ISD 199 students feel like their teachers care about them

## BY THE NUMBERS

- ◆ Student enrollment: 3,404
- ◆ Licensed staff members: 280
- ◆ Non-licensed staff members: 337
- ◆ Principals/Assistant Principals: 5/3
- ◆ Superintendent direct reports: 13
- ◆ District buildings maintained: 7

## SEARCH TIMELINE

Announce Vacancy	January 29, 2026
Application Deadline	March 15, 2026
Applicant Screening	March 16-23, 2026
Announce Semi-Finalists	March 23, 2026
First Round Interviews	March 25/26, 2026
Second Round Interviews	April 8/9, 2026
Superintendent Begins	July 1, 2026



# The 199 Way

*What our students, staff, and families want to experience on a daily basis:*

**BELONGING • RELATIONSHIPS • ENGAGEMENT**

**District Mission: *Our Core Purpose***

**Inspire. Innovate. Excel.  
A Community Commitment**

<b>Vision: <i>What We Intend to Create</i></b>	<b>Core Values: <i>Drivers of Our Words and Actions</i></b>
<p>Inver Grove Heights Schools is a welcoming environment where all students, staff, and families feel a strong sense of belonging and benefit from a shared commitment to:</p> <ul style="list-style-type: none"> <li>● An inclusive, respectful, and caring environment</li> <li>● A culture of high expectations</li> <li>● Whole student development</li> <li>● Student-centered learning</li> <li>● An involved and invested community and district</li> </ul>	<p><b>Courage</b> Advocating for what is important and acting with integrity</p> <p><b>Excellence</b> Inspiring, engaging, and challenging ourselves and others</p> <p><b>Inclusion</b> Building caring and authentic relationships</p> <p><b>Innovation</b> Using flexibility and creativity to meet challenges and needs</p> <p><b>Teamwork</b> Shared responsibility, accountability and accomplishments</p>

**Strategic Directions: *The Focus of Our Improvement Efforts***

<b>EFFECTIVE SYSTEMS</b>	<i>Strengthen district operations through proactive planning, secure systems, and efficient resource management to ensure long-term sustainability and student success.</i>
<b>COMMUNITY CONNECTIONS</b>	<i>Foster student success through proactive communication and authentic family partnerships that support academic, social, and emotional growth.</i>
<b>LEARNING PRACTICES AND SUPPORTS</b>	<i>Empower students to shape their educational journey through a cohesive PreK–12 experience aligned with our learning framework and graduate profile.</i>
<b>LEARNING READINESS</b>	<i>Structure the school day, learning pathways, and classroom environment to provide flexibility and optimize learning for all students.</i>
<b>INFORMED AND EFFECTIVE STAFF</b>	<i>Enhance employee experience through clear communication, responsive support systems, and professional learning aligned to district priorities.</i>

# LEADERSHIP PROFILE

The Inver Grove Heights School Board seeks a dynamic educational leader dedicated to student success and promoting organizational growth through innovative strategies and inclusive leadership. Key leadership attributes include but are not limited to someone who:

- ◆ Exemplifies honesty, ethical decision-making, accountability, and professional integrity throughout the school district
- ◆ Fosters collaborative relationships with both internal and external groups, values diverse perspectives, and advocates for inclusive policies and procedures
- ◆ Communicates openly and often to ensure clarity and build trust with all constituents
- ◆ Leads internal teams through setting clear expectations, communicating transparently, nurturing growth, and demonstrating shared decision-making and commitment to goals
- ◆ Partners effectively with the school board to prioritize and achieve strategic initiatives
- ◆ Utilizes data to manage and affect change
- ◆ Maintains an active presence in schools and the community, and provides a living example of the district's commitment to equity and access for each and every student

## SALARY AND BENEFITS

A competitive compensation and benefits package, with a starting salary range of \$215,000 - \$230,000 will be negotiated commensurate with experience and qualifications. Additional competitive benefits will also be provided. Contract length is negotiable as provided in Minnesota statute.

### DISTRICT FINANCIAL HIGHLIGHTS

◆ General Fund Revenue:	\$ 60,436,072
◆ General Fund Expenditures:	\$ 61,025,304
◆ Unassigned Fund Balance:	\$ 4,799,018
◆ Total General Fund Balance:	\$ 11,089,690

## SEARCH TEAM

The Minnesota School Boards Association's Executive Search Service (MSBA) has been selected to assist the School Board in securing and screening applicants. The team will be led by Barb Dorn, Director of Leadership Development and Executive Search. Other team members include Connie Hayes, Dr. Bernadeia Johnson, Dr. Kate Maguire, Josh Pauly, and Dr. John Ward.

## DEADLINE AND SELECTION

MSBA's Executive Search Service uses an online application process. Applicants begin the application process at [mnmsba.myrevelus.com](https://mnmsba.myrevelus.com). To be considered for this position, an applicant's completed file must be received by MSBA prior to 11:59 p.m. on March 15, 2026.

Contact Barb Dorn at 507-508-5501 ([bdorn@mnmsba.org](mailto:bdorn@mnmsba.org)) with questions or interest.

Applicants are requested to not contact school board members.

Inver Grove Heights Schools is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

**DEADLINE TO APPLY: March 15, 2026**